



STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

Department of Labor and Training

Center General Complex
1511 Pontiac Avenue
Cranston, RI 02920

Telephone: (401) 462-8000

TDD: (401) 462-8006

Donald L. Carcieri
Governor
Adelita S. Orefice
Director

WORKFORCE INVESTMENT NOTICE: 07-07

TO: **WORKFORCE INVESTMENT AREAS**

FROM: John J. O'Hare, Administrator-Workforce Investment Office

SUBJECT: PY 2006 Incentive Awards for Performance

DATE: October 9, 2007

- 1. PURPOSE.** This issuance provides information concerning the distribution of WIA incentive funds for achieving negotiated levels of performance for PY 2006.
- 2. REFERENCE(S).** Workforce Investment Notices 01-04, 01-10, 02-01, 03-01; 05-01; 05-04; 06-04; TEGL 8-99; TEGL 17-05.
- 3. BACKGROUND.** Each Local Workforce Investment Area in a State is subject to the same core indicators of performance and the customer satisfaction indicators that apply to the State under Sec. 666.100(a) of the WIA Regulations, except where a State has been granted a waiver to report performance using Common Measures definitions.

The Local Board and the Chief Elected Official have negotiated with the Governor and reached agreement on the local levels of performance for each indicator identified under Sec. 666.300. The levels must be based on the State negotiated levels of performance established under Sec. 666.120.

The amount of funds used for incentive grants and the criteria used for determining exemplary local performance levels to qualify for the incentive grants are determined by the Governor. (WIA sec. 134(a)(2)(B)(iii).)

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4. DISCUSSION.

A. The State Role in Performance Standards

X Negotiate the numerical level with the DOL and with the Local Board for each of the Secretary's 17 core standards.

X Develop and implement an incentive policy consistent with DOL guidelines to be used in distributing incentive awards to WIAs. Such policy includes:

- Definitions of meeting and exceeding each of the 17 standards
- Criteria for determining which WIAs qualify for incentive awards.
- A method of calculating incentive awards.
- Developing and implementing policies to provide technical assistance to, and impose sanctions on, WIAs that fail to meet their standards.

B. The WIA and WIB Role in Performance Standards

LWIAs, with guidance from LWIBs, have the responsibility for implementing WIA programs and for making program design decisions about service and client mix. In making these decisions, WIAs must try to balance local goals, their assessment of local conditions, and the performance-standards incentives offered by the State. WIAs are also motivated to perform well for a number of reasons, including the desire to (1) develop programs that achieve high-quality outcomes, (2) be accountable to local elected officials and representatives of the WIB, (3) be in a position to receive incentive awards, and (4) avoid possible reorganization as a consequence of failing to perform at acceptable levels for 2 years in succession.

C. Basis for Incentive Awards to the WIAs

To be eligible to receive an incentive award, a Local Area must meet two criteria. A Local Area must achieve at least a 100% cumulative program area score for each of the program areas and for the customer satisfaction group. In addition, a Local Area may not have any of their 17 measures fall below 85% of their negotiated performance levels.

D. Utilization of Funds

Incentive funds received by WIAs may be used for any activities allowed under WIA Title 1-B.

5. INCENTIVE AWARDS FOR PY 2006. Based on the criteria necessary to receive an incentive, neither Workforce Investment Area is eligible for an award.

6. SANCTIONS. No sanctions apply to PY 2006 performance.

7. INQUIRIES. Questions concerning this WIN may be directed to me at 462-8782 (johare@dlt.state.ri.us) or Donna Treglia at 462-8784 (dtreglia@dlt.state.ri.us).

ATTACHMENTS

GRI Performance Chart
P/C Performance Chart

GREATER RHODE ISLAND					
WIA Performance Measure	PY 2006 Negotiated Levels	PY 2006 Actual Performance	85% Threshold	% of Negotiated Levels	% by Program Area
Adult Entered Employment Rate	82.0%	77.9%	69.7%	95.0%	104.0%
Adult Employment Retention Rate	85.0%	81.7%	72.2%	96.1%	
Adult Average Earnings	\$10,866	\$12,466	\$9,236	114.7%	
Adult Employment & Credential Rate	66.0%	72.6%	56.1%	110.0%	
DW Entered Employment Rate	89.0%	82.3%	75.6%	92.5%	96.6%
DW Employment Retention Rate	92.0%	85.4%	78.2%	92.8%	
DW Average Earnings	\$13,650	\$13,888	\$11,602	101.7%	
DW Employment & Credential Rate	78.5%	78.1%	66.7%	99.5%	
OY Entered Employment Rate	71.0%	64.7%	60.3%	91.1%	99.4%
OY Employment Retention Rate	81.0%	72.7%	68.8%	89.8%	
OY Six Months Earnings Increase	\$2,830	\$2,719	\$2,405	96.1%	
OY Credential Rate	58.0%	47.4%	49.3%	81.7%	
YY Skill Attainment Rate	91.0%	97.9%	77.3%	107.6%	
YY Diplomas or Equivalent Rate	64.0%	69.6%	54.4%	108.8%	
YY Retention Rate	62.0%	75.0%	52.7%	121.0%	
Employer Customer Satisfaction Rate	75.0%	69.4%	63.7%	92.5%	94.7%
Participant Customer Satisfaction Rate	80.0%	77.5%	68.0%	96.9%	

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PROVIDENCE/CRANSTON					
WIA Performance Measure	PY 2006 Negotiated Levels	PY 2006 Actual Performance	85% Threshold	% of Negotiated Levels	% by Program Area
Adult Entered Employment Rate	82.0%	85.3%	69.7%	104.0%	98.5%
Adult Employment Retention Rate	85.0%	81.0%	72.2%	95.3%	
Adult Average Earnings	\$10,866	\$9,599	\$9,236	88.3%	
Adult Employment & Credential Rate	66.0%	70.2%	56.1%	106.4%	
DW Entered Employment Rate	89.0%	89.6%	75.6%	100.7%	94.4%
DW Employment Retention Rate	92.0%	86.5%	78.2%	94.0%	
DW Average Earnings	\$13,650	\$11,379	\$11,602	83.4%	
DW Employment & Credential Rate	78.5%	78.0%	66.7%	99.4%	
OY Entered Employment Rate	71.0%	100.0%	60.3%	140.8%	142.3%
OY Employment Retention Rate	81.0%	100.0%	68.8%	123.5%	
OY Six Months Earnings Increase	\$2,830	\$7,786	\$2,405	275.1%	
OY Credential Rate	58.0%	66.7%	49.3%	115.0%	
YY Skill Attainment Rate	91.0%	90.4%	77.3%	99.3%	
YY Diplomas or Equivalent Rate	64.0%	75.0%	54.4%	117.2%	
YY Retention Rate	62.0%	77.5%	52.7%	125.0%	
Employer Customer Satisfaction Rate	75.0%	70.6%	63.7%	94.1%	93.8%
Participant Customer Satisfaction Rate	80.0%	74.8%	68.0%	93.5%	

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